

SELF DETERMINATION:

MOVING FROM A PROJECT TO A VIABLE SUPPORT PHILOSOPHY - FEBRUARY 1999

BACKGROUND

Minnesota's Self Determination Project is in its final year. The Project has established a foundation for direction and activities applicable to all Minnesota counties. A key element of this year's work is providing recommendations to implement self determination statewide after the "project status" has ended. The following proposal is recommended for transitioning from a Project to a division-wide self determination philosophy that is consistent with CSMD Division's vision and mission, and results in an action plan that implements that vision and mission.

PROPOSAL

- The Self Determination Project becomes "The Self Determination Statewide Initiative"
- The Self Determination Initiative becomes a 3 year concentrated effort to promote self determination statewide
- The Self Determination Initiative is managed from the CSMD Administrative Area

PROPOSAL RATIONALE

The Proposal structure moves self determination beyond a project and

- Strengthens** CSMD's mission and vision by focusing self determination as a global division approach and not a single section area
 - Provides** consistency for meeting goals and achieving outcomes
 - Supports** regional staff efforts to promote self determination and county alliances
 - Advances** training plans for MR/RC Waiver implementation and person centered thinking
 - Builds** staff self-sufficiencies in self determination philosophy and methodologies
 - Creates** a concentrated self determination focus internally and externally
 - Recognizes** self determination as a viable philosophy/methodology and standard practice for service delivery
 - Promotes** system redesign division-wide using self determination as a core foundation

This Proposal emphasizes the use of self determination philosophies division-wide through methodologies implemented in individual everyday work and not by creating additional tasks or promoting the "add-on effect". It recognizes on-going workloads, the unpredictable nature of a political environment and the need for flexible resources to meet division demands.

FRAMEWORK

Self Determination coordination and consultation is focused across all CSMD operations

- In coordination and consultation with all CSMD sections, the Self Determination Initiative would provide recommendations to address
 - >the scope of disabilities as part of promoting self determination
 - > feasibility and scope of each target area (below)
 - > outcomes of each target area
 - > specific activities and time lines
 - > staff resources

Self Determination target areas link all CSMD sections

- Target areas would have measurable outcomes and focused activities. Target areas are technical assistance
 - > education, training and mentoring
 - > incentives to promote self determination
 - > quality assurance
 - > collaboration (state departments, community connections)
 - > system redesign

RESOURCES

- One FTE/Coordinator would
 - >coordinate the Self Determination Initiative
 - >Implement the framework
 - >manage support contracts
 - >provide transition from and wrap up with the Robert Wood Johnson Foundation
- Section staff utilize self determination philosophy and methodologies incorporated into their current work

REPORTING

Reporting as determined by the CSMD Division strategic planning decisions.

This may include

- > self assessment and evaluation
- > standard agenda placeholder at division staff meetings and Operations meetings
- > recognition of statewide efforts summarized in newsletters and other mediums
- > semi-annual and annual report available to state departments, stakeholders and interested persons

TIMELINE

Minnesota's Self Determination Project becomes the Self Determination Initiative

- April 1, 1999

Operationalizing Self Determination Proposal - 3/99

There must be a

Clear understanding and acceptance from supervisors of the sd coordinators function and role

- Turf issues will surface

- Consultation to supervisors on weaving sd into all phases of work

[SD project has not had active support from supervisors - this would be a change]

- For example: resource center capacity for a single point of entry

- Home care representation on ad hoc workgroups

- Revision of closure agreement checklist to include sd

- TA to hc providers re authorizing. This is a standard nursing practice on how units are approved.

- Speaking points for talking about sd with counties. A county will set up a menu.

Works with all sections - staff meetings, recommendations on practices, reporting to Ops team.

There must be a consistent mechanism to address acceptance or non-acceptance of recommendations. There must be a mechanism for follow-through and consistency on addressing action plans.

Self determination resources come from within the sections

- ie. Self determination as part of work plans

- Methodologies become part of workplans

- Self determination practices becomes a marker for self assessment

- Mentoring work with staff in the counties

Must be a clear process on how decisions are made

- time lines for decisions

- time lines for action plans

- evaluate products/outcomes

Semi annual self determination retreats that link the sections and evaluate the action plans and outcomes. Staff rate their expertise and knowledge gained and challenges.

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